

Apex International Co., Ltd.

Procedures to Human Rights Policy and Management

Article 1 (Purpose)

To uphold and protect fundamental human rights, the Company and its subsidiaries (hereinafter referred to as “the Company”) acknowledge and support the principles and spirit of human rights protection as outlined in international human rights conventions, including the ILO Declaration on Fundamental Principles and Rights at Work, ILO Conventions, ILO Tripartite Declaration of Principles, OECD Guidelines for Multinational Enterprises, the UN Universal Declaration of Human Rights, and the Ten Principles of the UN Global Compact.

This policy reflects the Company’s commitment to respecting and protecting human rights and complying with the labor laws and regulations of the jurisdictions in which it operates.

Article 2 (Protection of Workplace Human Rights)

The Company strictly prohibits any human rights violations such as forced labor, human trafficking, child labor, and sexual harassment.

The Company shall not engage in any discriminatory treatment or practices based on race, social class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, physical features, disability, astrological sign, blood type, or union membership.

The Company is committed to safeguarding employees’ human rights by providing a dignified and equal work environment.

Article 3 (Equal Pay for Equal Work)

The Company ensures equal pay for employees regardless of gender or sexual orientation, providing equal compensation for work of equal value. Exceptions are allowed only for legitimate reasons such as seniority, rewards and penalties, performance, or other non-gender or non-sexual orientation-related factors.

Article 4 (Providing a Safe and Healthy Workplace)

The Company complies with occupational safety and health laws and regulations by implementing safety and health programs, training, employee health check-ups, and health promotion activities to safeguard employees’ physical and mental well-being. The Company continuously works to improve workplace safety and health conditions, reduce the risk of occupational accidents, and provide a safe, healthy, and hygienic work environment.

Article 5 (Supporting Freedom of Association)

The Company respects employees’ rights to form and join various associations and organizations and

encourages diverse and legitimate activities to promote work-life balance.

Article 6 (Promoting Harmonious Labor Relations)

The Company is committed to addressing and managing labor rights issues concerning employees. This is achieved through collective bargaining, regular labor-management meetings, and providing channels for employee complaints or suggestions, ensuring effective communication to protect and enhance employee rights.

Article 7 (Personal Data Protection)

The Company complies with personal data protection laws and regulations, ensuring that the collection, processing, and use of personal data meet legal requirements while safeguarding the rights and interests of individuals.

Article 8 (Human Rights Policy Advocacy)

In addition to actively practicing corporate social responsibility and human rights protection policies internally, the Company expects and requires all business partners, including suppliers, to uphold the same standards. Together, they are encouraged to raise awareness, identify, and manage potential human rights risks, providing employees with a fairer and safer working environment and promoting human rights awareness.

Article 9 (Implementation)

This policy shall take effect upon approval by the Chief Executive Officer, and the same applies to any subsequent amendments.